EE Pilot Expansion for 2013-14

After a successful pilot the first year, the Educator Effectiveness (EE) pilot will expand to include 160 new districts for a total of 228 districts and growing, working toward 2014-15 implementation.

Beginning in spring 2013, DPI will train new districts to pilot Wisconsin's EE System in 2013-14. DPI is offering a series of three-day training sessions in five regions across the state for a total of 1,200 newly trained pilot participants. Registration and participation will operate on a "first-come-first-served" basis. Districts participating in the Full Pilot will receive:

- An orientation to the EE System;
- A comprehensive, hands-on training addressing the evaluation of teachers (including Teachscape© licenses and introductions to Teachscape educator effectiveness support system);
- A comprehensive, hands-on training addressing evaluation of principals;
- Introduction to the student outcomes portion of the system; and
- Methods to provide feedback to DPI, receive support from DPI and the regional support structure, and to include CESA-based EE technical assistance coordinators and implementation coaches.

The dates and locations are posted on the **EE Team Website** under "**Training**". ❖

Inside This Issue

Why the State Model includes the Charlotte Danielson Framework

DPI is building the Educator Effectiveness system to support high quality teaching and leadership. Teaching is a very challenging profession and providing reliable, growth oriented feedback on teacher practice is not easy. This calls for a comprehensive evaluation model and support system.

With the Danielson *Framework for Teaching*, DPI has adopted an evaluation model that has the strongest research base of any other teacher evaluation model. Several studies have shown that it can be used with validity and reliability.

Additionally, DPI plans to partner with Teachscape©, a state-of-the-art professional learning system for educator effectiveness. Teachscape will help teachers and administrators manage the evaluation activities and maximize the potential for learning. It is also critically important for teachers and administrators to have a common understanding of what's involved in the evaluation system. Teachscape will allow around the clock access to learning materials and will provide educators with piece-of-mind that their evaluators are well trained and certified in the evaluation process

Educator Effectiveness focuses on Professional Improvement

Educator Effectiveness (EE) is geared toward improving student achievement by improving the teaching profession. Evaluation evidence generated by using the State Model and the Teachscape© program is intended for formative as well as summative purposes. The EE system will also include an assessment of student growth using Student Learning Objectives for teachers, and School Learning Objectives for principals. Other outcome measures are being developed to complete the EE system for teachers and administrators.

How will our EE System improve instruction? *Charlotte Danielson's Framework for Teaching*© has been adopted for evaluation of teacher practice. *The Framework for Teaching* is a research-based rubric for assessing and supporting teaching practice, aligned to the InTASC standards, and recognized as a rich and robust standard of professional practice. Numerous districts throughout Wisconsin are already familiar with the Danielson Framework. However, it is not the familiarity, but the evidence showing that the Danielson Framework works that makes it unique.

The Framework for Teaching was a part of the Measures of Effective Teaching Project (known as the MET study), designed to find out the best ways to generate fair and reliable measures of teaching quality. MET's goal is to identify the most accurate measures of effective teaching, which informs how states, districts, and schools can help all teachers improve. Danielson's Framework for Teaching is a tool that may be used as a foundation for a school or district's mentoring, coaching, professional development, and teacher evaluation process, as it links all of those activities together and helps teachers become more thoughtful practitioners. Teachscape is a powerful system for professional growth which incorporates *The Framework for Teaching* within its *Focus* and *Reflect* platforms. The online platform has access to high-quality videos and instructional resources that can be individualized for each educator. Please view Teachscape's website to learn more about the program.

How will our EE System help students? Evidence shows that setting rigorous and ambitious goals for student growth, combined with the purposeful use of data, leads to greater academic growth and performance by students. This process of setting specific, measurable objectives encourages teachers to be systematic and strategic in their instruction and leads to increased teacher performance as well. Setting identifiable targets for student achievement encourages teachers to reflect and examine their instructional strategies, techniques and methods to reach each and every student. The SLO process has great impact on student learning when teachers and administrators use it to examine the classroom practices that have a positive impact on student growth, and to collaborate on a goal-setting process focused on improved student achievement that sets rigorous, yet attainable goals for learning and ties these to specific instructional strategies. "Our opportunity for collaboration around a common professional purpose, resulting in a high-quality learning experience for students, is admirable," says Michelle Schwab, Director of Educator Effectiveness at New Berlin School District, "A collective commitment for building capacity is our greatest strength and will provide the opportunity for our students' most promising future." ❖

New Resources

The following resources provide more information on the State EE System and can be used as communication tools in districts or regions:

Info Brief: **Educator Effectiveness System Overview** (pdf)

Info Brief: **Evaluation of Professional Practice** (pdf)

Info Brief: **Key Facts About the Educator Effectiveness System** (pdf)

PowerPoint on the Wisconsin EE System

District Readiness Tool (pdf): self-assessment to determine district status on system implementation and generating next steps toward implementation. ❖

Evaluator Certification

The question of who will evaluate educators often comes up in our trainings. PI-34 specifies that an educator's supervisor conducts performance evaluations. Additionally, the state is requiring evaluators undergo a rigorous certification process in order to observe and evaluate teachers and principals using the Teachscape© software. To meet the requirements of PI-34 and that of the EE model, an evaluator must have an administrative license as defined by PI-34 and be certified by Teachscape.

The required professional development and Teachscape certification process averages about twenty hours. Please put this into perspective when considering the amount of responsibility assumed with observing and evaluating educators, coupled with the desire to understand the complexity of teaching and supervision in its entirety. Principals often report that the certification process was the powerful professional development. ❖

Over 600 Educators Trained in 2012-13

Nearly 600 educators representing 116 districts were trained and began piloting during the 2012-13 school year. These educators in the first year of the pilot (Cohort 1) volunteered to participate in one or more of the following components of the EE System:

- Evaluation of Teacher Practice;
- Evaluation of Principal Practice;
- Student Learning Objectives; or
- School Learning Objectives.

Trainings provided participants with an overview of the Wisconsin EE System, an orientation to the component of their selection, an in-depth training in the implementation of the component of their selection, and information regarding methods to provide DPI with feedback and request support. See page 1 for news on Cohort II and the expansion of the pilot. ❖

Benefitting from the State Model

When Wisconsin School Districts use the State Model they receive:

- **Teachscape© license for each educator.**
- **Implementation Support:** Support will be provided for the Model.
- **Local and Regional Training Support:** The State will provide in-person training to teams from every district for the Model.
- **Seamless Alignment to State Requirements**
- **A Thoroughly Researched and Professionally Vetted System** ❖

Governor Walker's 2013-15 biennial budget request provides $13.5 million to implement the system for evaluating all teachers and principals statewide and covers the DPI implementation costs outlined above. Pending successful passage of the biennial budget, this would mean no additional cost to districts. ❖

Why the State Model? (Continued from page 1)

In January 2013, the Measures of Effective Teaching (MET) Project learned following a three-year study that there is a direct correlation between teachers who are highly rated on the Danielson Framework and other measures, and increased student outcomes.

"I am proud of what we are doing in Wisconsin and how we are doing it," remarks Kathleen McDonald, Education Consultant, Danielson Trainer, and 2008-09 Wisconsin High School Principal of the Year. "Building around best practice for teaching is a collaboration between administrators and teachers and must be based on evidence." ❖

Behind the Scenes:

Is DPI building the EE system?

DPI has been working closely with a number of stakeholders, including teachers, administrators and researchers. The bulk of the development work has been conducted by a variety of EE workgroups, dozens of educators, including WEAC representatives and administrators from around the state, as well as research scientists from the Wisconsin Center for Education Research (WCER) at UW-Madison. Workgroups developed the Process Guides for Teacher Practice, Principal Practice and SLOs for the pilot. Other workgroups are currently working on measurement issues and data management issues.

WCER

DPI has relied on a strong partnership with WCER, who assisted throughout the design team process, providing invaluable research and facilitation through the complex issues of professional evaluation. Currently, WCER is also assisting with data collection and analysis, and a formative evaluation of the piloting process and results. Part of WCER, the Value-Added Research Center (VARC), will be integral to the student growth calculations. DPI staff are working closely with VARC staff to ensure system balance between evaluation of teacher and principal practice with student outcomes. ❖

VARC
Value-Added Research Center

What's next? EE Timeline

Upcoming in Spring 2013:

- **January 2013 – March 2013: Current pilot districts continue to provide feedback on the first year of the pilot.**

- **April – August 2013: New districts begin training for the second year of the pilot. Current districts train and continue piloting the system.**

- **April – September 2013: the DPI EE Team and WCER conducts an evaluation of the initial pilot year to improve the system for the expanded pilot in 2013-14.**

What to look forward to in 2013-14:

- **Online implementation with videos of effective teaching practices;**

- **Observer certification process;**

- **System balances between evaluation and outcomes;**

- **More positive results from the MET Project linking the EE System and Teachscape© to IMPROVED STUDENT OUTCOMES.** ❖

My School District Wants IN!
How do new districts sign up for the State Model?

There are benefits to joining the EE System now, although some districts may wait until 2014-15 to implement the system. A benefit to joining now is that the district has the opportunity to implement the system with a small group of teachers or pilot with one school in the district before implementing district-wide. The district also has the opportunity to help shape the system by providing DPI with valuable feedback on system implementation and training to help improve the overall process.

How to join the districts currently piloting the EE System:
If a district is interested in joining the second year of piloting, please contact the EE Team and sign up for 2013-14 training. (Locate the Training tab on the DPI EE Website or see the table below for contact information.) Most training participants confirmed that the pilot has provided them with valuable professional development and they are excited to use the system within their districts.

What if a district wants to wait until 2014-15 to implement the EE System?
It is acceptable to wait to implement in 2014-15, but districts should still be preparing now. The District Readiness Tool will help set the stage for implementation. ❖

Spotlight On: Kris Joannes

EE system pilot participants most likely met Kris Joannes at one of the training sessions. Kris comes to DPI from the Stoughton Area School district with over 20 years of public education experience. Her education experience includes classroom teaching, program coordination and implementation. Kris' passion is professional development for teachers. She has worked closely with New Teacher Center and Dane County New Teacher Project in the design, implementation, and training for mentoring programs in the state. "Teachers across the state are hungry for ongoing, rich, formative feedback that will allow them improve upon what they do each day in their classrooms. The EE system is a way for teachers to be intentional in their approach to student achievement, and demonstrate that what they do makes a difference for the students they teach. This system holds great potential to change what happens for students in every classroom in the state of Wisconsin". Kris' work with Educator Effectiveness has allowed her to merge all of these experiences and we are grateful for her enthusiasm and expertise. ❖

DPI EE Team Contacts

Sheila Briggs, Ph.D. Assistant State Superintendent, Division for Academic Excellence: sheila.briggs@dpi.wi.gov (608) 267-7101
Mike George, Interim Director, EE Team: michael.george@dpi.wi.gov (608) 267-9551
Jan Haven, Assistant Director, TEPDL: janice.haven@dpi.wi.gov (608) 266-2386
Kris Joannes, Education Consultant, EE Training and Implementation: kristin.joannes@dpi.wi.gov (608) - 267-2348
Katie Rainey, Education Consultant, EE Policy Design and Implementation: katharine.rainey@dpi.wi.gov (608) - 267-0392
Laura Ruckert, Education Specialist, EE Communications and Web-design: laura.ruckert@dpi.wi.gov (608) - 266-8808
Justin Melde, EE Operations Associate: justin.melde@dpi.wi.gov (608) - 267-3750
General Questions/Information: http://ee.dpi.wi.gov/ or eeteam@dpi.wi.gov